

DIVERSITY ON THE FORCE: WHERE POLICE DON'T MIRROR COMMUNITIES



September 2015

A Governing Special Report

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A number of responses are being explored in communities where tensions between police departments and citizens have intensified. Some law enforcement agencies focus on community policing tactics and outreach efforts, while others are adopting body cameras or related measures aimed at improving accountability. Another often-cited component in strengthening community relations is ensuring that a police department's demographics mirror that of its residents. Accordingly, some agencies are stepping up recruitment of minority candidates, and the White House Task Force on 21st Century Policing made several recommendations regarding the issue earlier this year.

Despite efforts to become more diverse, minorities remain underrepresented in the vast majority of larger police departments throughout the country. Particularly in jurisdictions experiencing rapid demographic shifts, police largely do not reflect the racial and ethnic makeup of their communities.

To assess the extent to which law enforcement demographics resemble their communities, *Governing* reviewed recently released 2013 police personnel data for 269 local departments serving more than 100,000 residents. This report outlines a series of findings, along with results for each agency. An [accompanying story](#) further discusses factors contributing to minority underrepresentation and what departments are doing to correct it.

ABOUT GOVERNING: Governing is the nation's leading media platform covering politics, policy and management for state and local government leaders. As a monthly publication and website, it provides nonpartisan news, insight and analysis on such issues as public finance, transportation, public safety, economic development, health, energy, the environment and technology.

About the Data

Police agencies report personnel statistics to the Bureau of Justice Statistics for its Law Enforcement Management and Administrative Statistics (LEMAS) survey. Results for the latest LEMAS survey were published in May and are current as of 2013. Figures reflecting the racial and ethnic makeup of each department's full-time sworn officers were compared with demographic estimates of corresponding jurisdictions recorded in the U.S. Census Bureau's 2010-2013 American Community Survey.

National Underrepresentation of Racial and Ethnic Minorities

Racial and ethnic minorities were underrepresented by a combined 24 percentage points on average when shares of police officers were compared to Census population estimates for each of the 269 jurisdiction reviewed.

The disparity was greatest for Hispanics -- nearly 11 percentage points below Census population estimates. Many in this rapidly-growing demographic group identify more with their country of origin (not recorded in the data) than their shared ethnicity. Blacks and Asians, two smaller minority groups, also remain underrepresented, but to lesser degrees on average.

Along with aggregate totals, each jurisdiction’s largest demographic group was also compared to its presence in the police department. These figures highlight significant disparities that exist in many majority-minority cities.

In 35 of the 85 jurisdictions where either blacks, Asians or Hispanics make up the single largest racial or ethnic group, their individual presence in police departments was less than half their share of the population. Asians were most underrepresented, averaging 33 percentage points below Census population estimates in the seven jurisdictions where they accounted for the single largest demographic.

Demographic Group	Average Percentage Point Difference
Hispanic	-10.8
Black	-6.4
Asian	-5.2
Other	-2.1
Minority Total	-24.5

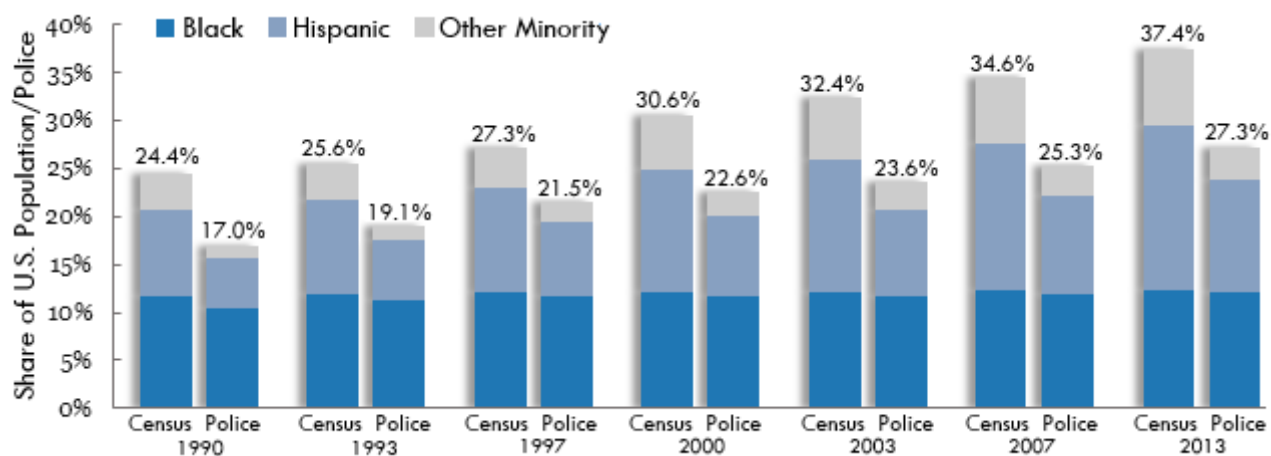
Jurisdiction’s Largest Demographic	Average Percentage Point Difference	Number of Agencies
Asian	-33.4	7
Black	-14.5	26
Hispanic	-22.7	53
White	-22.2	183

No national standards outlining specific levels of police diversity exist. However, the Commission on Accreditation for Law Enforcement Agencies (CALEA) does require accredited agencies to take specific measures ensuring their workforce mirrors that of their jurisdictions.

Diversity Lags Further Behind Despite Progress

Efforts to improve police diversity date back decades in some agencies. About 27 percent of officers in all local police departments in 2013 were racial or ethnic minorities, according to Bureau of Justice Statistics data. This represents an increase from only 17 percent in 1990.

Still, diversity efforts haven't kept pace with the country's shifting demographics. In fact, total minority representation in local law enforcement agencies trails the U.S. population more so now than two decades ago. National figures also mask large disparities present in many individual agencies.



FIGURES REPRESENT NATIONAL TOTALS FOR MORE THAN 12,000 LOCAL POLICE DEPARTMENTS IN THE BJS SURVEY
 SOURCES: BJS LEMAS SURVEY, U.S. CENSUS BUREAU POPULATION ESTIMATES PROGRAM

Where Minority Police Underrepresentation is Greatest

Diversity in a police department may be lacking for a variety of reasons. Many struggle to recruit minority candidates, and a few have faced allegations of unfair hiring practices over the years.

Agencies least resembling their communities generally serve jurisdictions experiencing major demographic shifts over a number of years. Many of these departments, particularly ones with low turnover, haven't hired new officers fast enough to keep pace with changes. New Jersey (-39 percentage points), Connecticut (-36 percentage points), California (-32 percentage points) and Nevada (-30 percentage points) recorded the greatest minority underrepresentation, on average, among their police departments reviewed.

Minority groups, in aggregate, were most underrepresented in the following jurisdictions with populations exceeding 100,000. (See page 6 for a complete list of agencies.)

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	Local Agency	Percentage-Point Difference	2013 Police Minority Share	2013 Population Minority Share
1	Fontana Police Department (CA)	-59.9	25.6%	85.6%
2	Edison Township Police Department (NJ)	-55.1	8.5%	63.6%
3	Irving Police Department (TX)	-53.4	16.7%	70.1%
4	Grand Prairie Police Department (TX)	-51.6	21.1%	72.5%
5	Daly City Police Department (CA)	-50.8	36.7%	87.5%
6	Allentown Police Department (PA)	-49.0	10.3%	59.3%
7	Hartford Police Department (CT)	-48.8	35.3%	84.1%
8	Fremont Police Department (CA)	-47.6	28.1%	75.7%
9	Elizabeth Police Department (NJ)	-47.3	37.4%	84.7%
10	West Covina Police Department (CA)	-46.9	39.3%	86.1%
11	Ontario Police Department (CA)	-46.6	36.0%	82.7%
12	Carrollton Police Department (TX)	-46.4	9.8%	56.1%
13	Stockton Police Department (CA)	-45.5	32.9%	78.4%
14	Salinas Police Department (CA)	-44.9	39.9%	84.8%
15	Rialto Police Department (CA)	-44.7	43.8%	88.4%
16	Beaumont Police Department (TX)	-43.7	22.1%	65.8%
17	Garden Grove Police Department (CA)	-43.5	34.6%	78.1%
18	San Bernardino Police Department (CA)	-43.0	39.0%	82.1%
19	North Charleston Police Department (SC)	-43.0	19.2%	62.1%
20	Jersey City Police Department (NJ)	-42.6	35.7%	78.3%
21	Yonkers (City) Police Department (NY)	-42.3	17.1%	59.4%
22	Providence Police Department (RI)	-41.9	21.1%	63.1%
23	Chula Vista Police Department (CA)	-41.9	38.0%	79.8%
24	Aurora Police Department (IL)	-41.7	18.1%	59.9%
25	Pembroke Pines Police Department (FL)	-41.6	27.7%	69.3%
26	Sacramento Police Department (CA)	-41.3	24.8%	66.2%
27	Hayward Police Department (CA)	-41.1	39.9%	81.1%
28	Kent Police Department (WA)	-40.7	12.3%	53.0%
29	El Monte Police Department (CA)	-40.2	55.7%	95.9%
30	Elgin Police Department (IL)	-40.0	19.6%	59.7%

NOTE: FIGURES REPRESENT AGGREGATE TOTALS FOR ALL MINORITY GROUPS.

Police Diversity by Jurisdiction Characteristics

Some may perceive police diversity to be a problem mostly prevalent among poorer, low-income jurisdictions. But when poverty rates of police jurisdictions are taken into consideration, data suggests very similar disparities across the board. More affluent areas with poverty rates below the national average have levels of underrepresentation roughly equal to the poorest jurisdictions.

Police departments employing fewer officers and smaller jurisdictions tend to exhibit slightly greater levels of minority underrepresentation as well.

Jurisdiction Type	Average Percentage-Point Difference	Number of Agencies
Poverty rate under 15%	-25	79
Poverty rate 15% to 20%	-24.1	70
Poverty rate 20.1% to 25%	-24.8	68
Poverty rate greater than 25%	-23.7	52
Population less than 200K	-25.7	151
Population 200-500K	-24.4	77
Population 500K+	-20.0	41
Less than 200 officers	-27.2	82
200 to 499 officers	-24.7	100
500 to 1000 officers	-23.8	46
1,000+ officers	-19.1	41

NOTE: FIGURES REPRESENT AGGREGATE TOTALS FOR ALL MINORITY GROUPS.

Local Agency Data

The following table lists data for all local law enforcement agencies reviewed serving populations exceeding 100,000. Percentages shown refer to minority shares of police officers as of 2013 and include other groups (excluding non-Hispanic whites) not shown. Numbers in parenthesis represent percentage-point differences between shares of police officers and a jurisdiction's Census population estimates.

Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Abilene Police Department (TX)	11% (-28.4)	7.9% (-17.4)	3.1% (-6.9)	0% (-2)
Akron Police Department (OH)	19.7% (-19.9)	0.2% (-2)	18.4% (-12)	1% (-1.6)
Albemarle County Police Department (VA)	5.8% (-16.7)	2.5% (-3.2)	3.3% (-5.7)	0% (-4.2)
Albuquerque Police Department (NM)	42.9% (-15.4)	39.4% (-7.5)	2.3% (-0.6)	1% (-1.4)
Alexandria Police Department (VA)	31.5% (-16)	10.3% (-6.4)	16.1% (-5.1)	4.8% (-1.5)
Allentown Police Department (PA)	10.3% (-49)	7.5% (-37.6)	2.8% (-7.2)	0% (-1.6)
Amarillo Police Department (TX)	15.3% (-26.9)	13.6% (-16.6)	1.5% (-4.6)	0% (-3.3)
Amherst (Town) Police Department (NY)	2% (-16.4)	0.7% (-2.4)	1.3% (-4.5)	0% (-7.6)
Anaheim Police Department (CA)	35.5% (-37.1)	24.5% (-28.1)	3.3% (+0.7)	7% (-8.1)
Ann Arbor Police Department (MI)	17.2% (-12.6)	2.6% (-1.8)	8.6% (+1.3)	3.4% (-10.9)
Arlington County Police Department (VA)	25.7% (-10.8)	12.2% (-3.2)	10.2% (+1.8)	3.3% (-6.3)
Arlington Police Department (TX)	34.8% (-21.3)	12.9% (-15.4)	16.1% (-2.8)	4.5% (-2.4)
Athens-Clarke County Police Department (GA)	18.9% (-24.4)	3.8% (-6.8)	14.7% (-11.6)	0.4% (-3.9)
Atlanta Police Department (GA)	62.8% (-0.1)	3.8% (-1.5)	57.9% (+5.7)	1% (-2.7)
Aurora Police Department (CO)	15.1% (-38.2)	7.6% (-21.3)	3.8% (-11.8)	0.9% (-3.9)
Aurora Police Department (IL)	18.1% (-41.7)	11.5% (-30.2)	4.9% (-3.5)	0% (-7.4)
Austin Police Department (TX)	30.8% (-19.9)	20.5% (-13.4)	8.7% (+1.2)	1.6% (-4.9)
Bakersfield Police Department (CA)	25% (-39.3)	19.2% (-27.7)	3.4% (-4.6)	2.4% (-4.2)
Baltimore County Police Department (MD)	14.5% (-24.4)	1.4% (-3.2)	11.5% (-14.9)	1.3% (-4.1)
Baltimore Police Department (MD)	49.3% (-22.6)	7.1% (+2.6)	40.3% (-22.2)	1.6% (-0.8)
Baton Rouge Police Department (LA)	30.2% (-33.3)	0.6% (-2.4)	29.6% (-25.2)	0% (-3.7)
Beaumont Police Department (TX)	22.1% (-43.7)	7.5% (-6.4)	13.8% (-32.8)	0% (-3.4)
Bellevue Police Department (WA)	14.2% (-28)	2.3% (-3.6)	1.7% (-0.3)	8.5% (-21)
Berkeley Police Department (CA)	42.8% (-1.6)	10.8% (-0.8)	16.3% (+8.2)	15.7% (-3.5)
Billings Police Department (MT)	2.2% (-11.5)	0.7% (-4.8)	0.7% (-0.3)	0% (-0.9)
Birmingham Police Department (AL)	60.7% (-17.9)	0% (-3.3)	60.7% (-12.4)	0% (-1.1)
Boise Police Department (ID)	8.5% (-7.7)	3.9% (-3.7)	3.5% (+2.3)	0.7% (-2.8)
Boston Police Department (MA)	34.5% (-19.4)	8.3% (-10.2)	23.9% (+1.4)	2.4% (-6.7)
Bridgeport Police Department (CT)	42.4% (-36.5)	26.6% (-13.2)	15.2% (-18.1)	0.5% (-2.9)
Buffalo (City) Police Department (NY)	29.2% (-25.5)	7.1% (-3.6)	21.9% (-14.5)	0.3% (-3.7)
Burbank Police Department (CA)	28.9% (-15.6)	21.1% (-5.6)	3.9% (+2)	0% (-11.4)
Cambridge Police Department (MA)	22.4% (-15.7)	8.7% (+0.7)	10.8% (0)	2.9% (-12.1)
Cape Coral Police Department (FL)	9.3% (-16.4)	7.4% (-11.7)	1.9% (-1.4)	0% (-1.8)
Carrollton Police Department (TX)	9.8% (-46.4)	3.1% (-27.8)	4.9% (-3.7)	1.8% (-12.4)
Cary Police Department (NC)	10.6% (-23.2)	1.1% (-7.7)	9.4% (+1.7)	0% (-14.3)

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Cedar Rapids Police Department (IA)	4% (-10.8)	1% (-2.7)	2% (-4.3)	1% (-0.7)
Chandler Police Department (AZ)	14.2% (-26)	9.1% (-13.2)	2.8% (-2.4)	1.6% (-6.7)
Charleston Police Department (SC)	21.7% (-8.3)	2.7% (-0.2)	18.6% (-5.3)	0.2% (-1.2)
Charlotte-Mecklenburg Police Department (NC) ¹	22.8% (-33)	3.7% (-9.7)	16.5% (-18)	2.1% (-3)
Chesapeake Police Department (VA)	19.9% (-20.5)	5% (+0.2)	12.2% (-17.2)	2.5% (-0.7)
Chesterfield County Police Department (VA)	11.6% (-24.2)	2.1% (-5.4)	7.6% (-14.7)	1.5% (-2)
Chicago Police Department (IL)	47.9% (-20.1)	18.8% (-10.3)	24.7% (-6.6)	0.3% (-5.5)
Chula Vista Police Department (CA)	38% (-41.9)	29% (-29.5)	4% (-0.1)	5% (-8.6)
Cincinnati Police Department (OH)	33.9% (-16.7)	0.5% (-2.4)	30.6% (-12.4)	0.6% (-1.3)
Clarksville Police Department (TN)	15.8% (-24)	2.9% (-7.3)	11% (-11.4)	0% (-2.1)
Clearwater Police Department (FL)	18.6% (-9.7)	7.8% (-5.1)	9.1% (-1)	0.9% (-1.7)
Cleveland Police Department (OH)	35.8% (-29.9)	8.9% (-1.6)	26% (-24.9)	0.9% (-0.8)
Clovis Police Department (CA)	26.7% (-15.3)	20% (-5.9)	2.2% (-0.1)	2.2% (-8.4)
College Station Police Department (TX)	12.2% (-19.4)	5.7% (-8.6)	5.7% (-0.5)	0% (-8.8)
Colorado Springs Police Department (CO)	17.9% (-12.1)	10% (-7.1)	4.4% (-1.5)	2.7% (-0.1)
Columbia Police Department (MO)	5.3% (-17.9)	0.7% (-2.9)	3.3% (-6.4)	0% (-5.6)
Columbia Police Department (SC)	33.8% (-18.6)	3.2% (-2.9)	29.8% (-11.6)	0.8% (-1.7)
Columbus Police Department (OH)	13.6% (-27.9)	1.2% (-4.6)	11.3% (-16.1)	1% (-3.3)
Concord Police Department (CA)	21.8% (-28.8)	12% (-18.5)	2.8% (-1.1)	5.6% (-4.7)
Coral Springs Police Department (FL)	17.7% (-32.5)	9.9% (-14.1)	7.9% (-11.7)	0% (-4.1)
Corona Police Department (CA)	36.1% (-25.5)	25.9% (-16.3)	1.4% (-3.8)	0.7% (-10.3)
Corpus Christi Police Department (TX)	51% (-16.9)	48% (-12.7)	2.9% (-1.1)	0% (-1.8)
Costa Mesa Police Department (CA)	25.4% (-22.9)	15.6% (-19.8)	1.6% (+0.5)	8.2% (-0.9)
Dallas Police Department (TX)	46.2% (-24.4)	18.4% (-23.4)	25.3% (+1)	1.8% (-1.1)
Daly City Police Department (CA)	36.7% (-50.8)	12.8% (-10.8)	6.4% (+3.6)	11.9% (-45.4)
Davenport Police Department (IA)	0% (-24.6)	0% (-8.1)	0% (-11.2)	0% (-2.3)
Dayton Police Department (OH)	11.4% (-37)	0.9% (-2.8)	9.4% (-31.1)	0.9% (-0.3)
DeKalb County Police Department (GA)	61.2% (-9)	3.2% (-6.1)	56.1% (+3.1)	1.7% (-3.7)
Denton Police Department (TX)	23.1% (-17.5)	7.7% (-14.3)	12.2% (+1.3)	1.9% (-2)
Denver Police Department (CO)	32.9% (-14.1)	20% (-11.2)	9.7% (+0.2)	2% (-1.4)
Des Moines Police Department (IA)	11.4% (-19.4)	4.2% (-8.2)	4.2% (-6.2)	2.8% (-2.2)
Detroit Police Department (MI)	66.9% (-24.6)	3.8% (-3.7)	62.6% (-18.1)	0.4% (-0.9)
Downey Police Department (CA)	49% (-34.1)	45.1% (-26.2)	2% (-2.2)	1% (-5.6)
Durham Police Department (NC)	35.6% (-26.3)	4.6% (-9.2)	29.6% (-10.4)	0.2% (-4.6)
Edison Township Police Department (NJ)	8.5% (-55.1)	1.8% (-7.6)	3% (-2.5)	1.8% (-44.1)
El Cajon Police Department (CA)	11.8% (-31.6)	6.4% (-22.1)	0.9% (-4.5)	4.5% (+1.1)
El Monte Police Department (CA)	55.7% (-40.2)	46.1% (-19.8)	1.7% (+1.1)	7% (-21.7)
El Paso Police Department (TX)	81.1% (-4.1)	76.9% (-2.8)	2.9% (-0.2)	0% (-1.2)
Elgin Police Department (IL)	19.6% (-40)	9.5% (-36)	7.8% (+1.5)	1.7% (-4.4)
Elizabeth Police Department (NJ)	37.4% (-47.3)	28.2% (-35)	8.3% (-8.4)	0.9% (-0.9)
Elk Grove Police Department (CA)	26.4% (-37.1)	9.3% (-9.4)	5.4% (-5.4)	11.6% (-15)

¹ Mecklenburg County demographic data excludes Cornelius, Davidson, Huntersville, Matthews, Mint Hill, Pineville and Stallings, which have their own departments.

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Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Erie Bureau of Police (PA)	3.5% (-24.4)	1.2% (-5.6)	1.7% (-13.5)	0% (-2.3)
Escondido Police Department (CA)	19% (-37.7)	16.2% (-30.8)	1.4% (-0.6)	1.4% (-4.4)
Evansville Police Department (IN)	3.2% (-15.8)	0.4% (-2.6)	2.1% (-10.2)	0.4% (-0.1)
Everett Police Department (WA)	10.9% (-24.5)	3.1% (-12.1)	1.6% (-2)	4.7% (-4.7)
Fairfax County Police Department (VA)	16.2% (-30.5)	4.3% (-11.7)	7.9% (-1.1)	3.8% (-14)
Fairfield Police Department (CA)	25.9% (-39.4)	18.1% (-10)	3.4% (-10.7)	4.3% (-11.3)
Fargo Police Department (ND)	0% (-12.1)	0% (-2.9)	0% (-2.9)	0% (-2.7)
Fayetteville Police Department (NC)	28.1% (-31.1)	5.4% (-5.7)	18.6% (-21.2)	2.6% (-0.1)
Fontana Police Department (CA)	25.6% (-59.9)	22.7% (-43.9)	1.1% (-8.8)	1.1% (-5)
Fort Collins Police Department (CO)	7.1% (-10.7)	4.6% (-6)	1.5% (+0.4)	0.5% (-2.4)
Fort Lauderdale Police Department (FL)	29.4% (-21)	15.4% (-0.4)	13% (-18)	1% (-0.3)
Fort Wayne Police Department (IN)	17.6% (-13.3)	4.2% (-4.1)	11.8% (-4.1)	0.9% (-2.4)
Fort Worth Police Department (TX)	30.8% (-28.3)	16.4% (-18.1)	11.6% (-6.9)	1.5% (-2.1)
Fremont Police Department (CA)	28.1% (-47.6)	12.9% (-1.5)	3.5% (-0.1)	9.9% (-42.4)
Fresno Police Department (CA)	45.2% (-26.3)	33% (-15)	6.3% (-1.4)	3.3% (-9.5)
Frisco Police Department (TX)	11.1% (-24)	8.3% (-4)	2.1% (-5.8)	0.7% (-10.7)
Fullerton Police Department (CA)	33.3% (-31)	22.2% (-13.7)	3% (+0.7)	5.9% (-17.3)
Gainesville Police Department (FL)	24.6% (-18)	6.1% (-4)	16.4% (-6.1)	0.7% (-6.1)
Garden Grove Police Department (CA)	34.6% (-43.5)	26.8% (-9)	2% (+0.7)	5.2% (-33.2)
Gilbert Police Department (AZ)	12.8% (-16.9)	10.5% (-6.4)	0.9% (-2.2)	0.9% (-5.7)
Glendale Police Department (AZ)	20% (-30.1)	12.8% (-24.4)	3.8% (-2)	2.8% (-0.8)
Glendale Police Department (CA)	39.9% (+2)	27.5% (+10.2)	3% (+1.8)	9.4% (-7.2)
Grand Prairie Police Department (TX)	21.1% (-51.6)	10.1% (-33.2)	10.6% (-10.4)	0.5% (-6)
Grand Rapids Police Department (MI)	12.4% (-28.6)	3.4% (-11.6)	4.1% (-16)	2.7% (+0.8)
Green Bay Police Department (WI)	3.9% (-21.5)	0.6% (-11.7)	1.1% (-2.6)	0% (-4.4)
Greensboro Police Department (NC)	24.2% (-30.7)	3.5% (-3.9)	19.6% (-21)	0.6% (-3.3)
Hampton Police Division (VA)	34.2% (-25.2)	4.3% (-0.7)	27% (-22.4)	0% (-2.1)
Hartford Police Department (CT)	35.3% (-48.8)	20.9% (-24)	12.4% (-22.3)	1.9% (-0.4)
Hawaii County Police Department (HI)	64.4% (-4.8)	0.7% (-11.3)	0.5% (-0.1)	30.9% (+9.6)
Hayward Police Department (CA)	39.9% (-41.1)	20.2% (-20.1)	8.4% (-1.9)	2.8% (-20.7)
Henderson Police Department (NV)	13.5% (-18.8)	6.3% (-7.8)	3.9% (-2.1)	3% (-5.1)
Henrico County Police Department (VA)	9.5% (-34.6)	2.2% (-3)	6% (-23.1)	1% (-5.8)
Hialeah Police Department (FL)	89.4% (-6.6)	67% (-27.7)	10.6% (+9.8)	1.1% (+0.7)
High Point Police Department (NC)	11% (-40)	0.9% (-8.2)	9.6% (-22.4)	0.5% (-7.5)
Hollywood Police Department (FL)	36.8% (-16)	22.3% (-9.6)	12.2% (-3.3)	2% (-0.5)
Honolulu County Police Department (HI)	86.7% (+6.1)	1.3% (-7.6)	1.6% (-0.8)	31.8% (-10.4)
Houston Police Department (TX)	54.9% (-19.3)	25.3% (-18.5)	22.8% (+0.1)	6% (-0.2)
Howard County Police Department (MD)	23.2% (-19.6)	3.3% (-2.8)	15.2% (-2.4)	4.5% (-10.9)
Huntsville Police Department (AL)	13.2% (-28)	1% (-4.8)	11.5% (-19.2)	0.5% (-1.6)
Independence Police Department (MO)	8.2% (-11.8)	3.1% (-5.8)	3.6% (-3.2)	0.5% (-0.5)
Indianapolis Metro Police (IN) ²	15.8% (-26.7)	1.8% (-7.9)	13.9% (-13.7)	0.1% (-2.1)

² IMPD is responsible for policing Indianapolis and all of Marion County, with the exception of Beech Grove, Lawrence, Southport and Speedway.

DIVERSITY ON THE FORCE: WHERE POLICE DON'T MIRROR COMMUNITIES

Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Inglewood Police Department (CA)	61% (-35.7)	37.8% (-12.2)	16.3% (-27)	4.7% (+3.5)
Irvine Police Department (CA)	27.3% (-27.8)	12.1% (+2.5)	2% (+0.2)	12.6% (-26.6)
Irving Police Department (TX)	16.7% (-53.4)	7.7% (-32)	6.5% (-6.2)	1.8% (-13.7)
Jackson Police Department (MS)	85.6% (+2.6)	0.2% (-1.3)	85.4% (+4.9)	0% (-0.3)
Jacksonville Sheriff's Office (FL)	24% (-21.7)	4.3% (-3.9)	17.3% (-12.8)	2% (-2.3)
Jersey City Police Department (NJ)	35.7% (-42.6)	22.9% (-4.4)	10% (-13.4)	2.3% (-22.5)
Joliet Police Department (IL)	15.9% (-32.4)	7.1% (-21.2)	7.5% (-8.7)	0.4% (-1.6)
Kansas City Police Department (KS)	24.7% (-35.7)	10.6% (-17.8)	12.8% (-13.4)	0.8% (-2.4)
Kansas City Police Department (MO)	21.4% (-23.1)	4.2% (-5.8)	11.4% (-16.9)	0.7% (-1.9)
Kent Police Department (WA)	12.3% (-40.7)	3.8% (-12.9)	3.1% (-6.6)	4.6% (-12.5)
Knoxville Police Department (TN)	7.2% (-18.3)	0.7% (-3.7)	5.7% (-11.3)	0% (-1.7)
Lafayette Police Department (LA)	17.4% (-21.4)	0.8% (-3.6)	16.1% (-14.5)	0.4% (-1.6)
Lakeland Police Department (FL)	24.4% (-13.6)	9.9% (-3.9)	14.1% (-6.8)	0% (-1.2)
Lakewood Police Department (CO)	11.8% (-17.7)	8.4% (-1.4)	2.7% (+1.5)	0.8% (-2)
Lansing Police Department (MI)	21.2% (-23)	6.9% (-5.6)	10.6% (-9.8)	3.2% (-1.2)
Laredo Police Department (TX)	98% (+1.8)	97.5% (+2.3)	0.2% (-0.1)	0.2% (-0.4)
Las Cruces Police Department (NM)	65.3% (+1.7)	55.1% (-2.6)	4.5% (+2.6)	0.6% (-1)
Las Vegas Metropolitan Police Department (NV) ³	19.1% (-35.6)	11.7% (-19.2)	7.4% (-2.5)	0% (-9.5)
Lewisville Police Department (TX)	17.7% (-34)	7.1% (-23.3)	9.2% (+0.6)	1.4% (-7.1)
Lexington-Fayette County Police (KY)	11.1% (-16.2)	1.2% (-5.7)	9.3% (-5.1)	0.4% (-3.2)
Lincoln Police Department (NE)	5.8% (-11.7)	1.8% (-4.9)	1.8% (-2.1)	1.5% (-2.5)
Little Rock Police Department (AR)	31.5% (-21.4)	2.2% (-3.7)	27.9% (-14.1)	0.4% (-2.6)
Long Beach Police Department (CA)	46.5% (-24.7)	31.6% (-10)	5.7% (-7.2)	8.7% (-3.3)
Los Angeles Police Department (CA)	64.6% (-6.9)	43.4% (-5.2)	11.6% (+2.8)	7.1% (-4.2)
Louisville Metro Police Department (KY) ⁴	15.2% (-17.1)	2% (-2.8)	11.7% (-10.8)	1.4% (-0.9)
Lowell Police Department (MA)	19.2% (-29)	12.9% (-4.8)	2.2% (-4.7)	4% (-15.4)
Lubbock Police Department (TX)	20.9% (-24.9)	18.8% (-14.8)	1% (-6.7)	0.3% (-2)
Manchester Police Department (NH)	4.2% (-15)	1.4% (-6.7)	0.9% (-3.5)	0.5% (-4)
McAllen Police Department (TX)	95.8% (+7.3)	95.8% (+11)	0% (-0.4)	0% (-2.5)
McKinney Police Department (TX)	17.2% (-19.9)	9.2% (-10.7)	4.9% (-5.4)	1.8% (-3.1)
Memphis Police Department (TN)	51.9% (-21.1)	1.3% (-5.4)	50.7% (-12.2)	0% (-1.8)
Mesa Police Department (AZ)	20% (-16.1)	14.4% (-12)	3.5% (-0.3)	1.7% (-0.1)
Miami Police Department (FL)	89.5% (+0.8)	55.9% (-14.4)	32.5% (+15.6)	1.1% (+0.2)
Miami-Dade County Police Department (FL) ⁵	77.6% (-9.5)	56.9% (-11.8)	19.6% (+3.8)	1.1% (-0.6)
Midland Police Department (TX)	27.4% (-23.1)	23.4% (-16.5)	3.4% (-3.9)	0% (-1.5)
Milwaukee Police Department (WI)	37.1% (-26.3)	11.4% (-6.2)	20.7% (-18.3)	1.4% (-2.1)

³ Clark County population data excludes Boulder City, Henderson, North Las Vegas and Mesquite, which have their own departments.

⁴ The Louisville Metro Police Department is responsible for policing Louisville and all of Jefferson County, with the exception of a few incorporated cities.

⁵ Population estimates represent all unincorporated areas of Miami-Dade County. The department maintains mutual aid agreements with some incorporated municipalities, though.

DIVERSITY ON THE FORCE: WHERE POLICE DON'T MIRROR COMMUNITIES

Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Minneapolis Police Department (MN)	20.2% (-19)	4.4% (-5.7)	8.8% (-8.9)	4.4% (-1.4)
Miramar Police Department (FL)	51.8% (-36.4)	27.7% (-8.4)	18.8% (-26.4)	5.2% (+1.4)
Mobile Police Department (AL)	33.8% (-22.6)	0.7% (-1.8)	32.2% (-19.1)	0.7% (-0.6)
Modesto Police Department (CA)	22.1% (-30.4)	17.8% (-19.9)	1.4% (-2.2)	2.4% (-4.4)
Montgomery County Police Department (MD)	21.7% (-30.7)	5.3% (-12.6)	13.3% (-3.6)	3% (-11.2)
Montgomery Police Department (AL)	43.6% (-21.9)	0.9% (-2.8)	42.2% (-15.9)	0.4% (-1.8)
Murfreesboro Police Department (TN)	16% (-11.9)	0.9% (-4.5)	11.4% (-4.9)	1.8% (-1.1)
Naperville Police Department (IL)	8.3% (-22.2)	3% (-3.8)	3% (-1)	1.8% (-15.2)
Nashville Metro Police Department (TN)	15.1% (-28.9)	1% (-9.1)	12.3% (-15.9)	1.5% (-1.7)
New Haven Police Department (CT)	47.5% (-20.7)	20.8% (-7.2)	25.6% (-6.8)	0.3% (-4.6)
New Orleans Police Department (LA)	61.5% (-7.8)	1.9% (-3.5)	58.2% (-1.2)	1% (-2)
New York City Police Department (NY)	47.8% (-19.3)	26.1% (-2.7)	16.1% (-6.5)	5.5% (-7.6)
Newark Police Department (NJ)	74.8% (-14.2)	38.8% (+4.1)	36% (-13)	0% (-1.5)
Newport News Police Department (VA)	23.8% (-30.6)	4.5% (-3.5)	14.4% (-25)	3.7% (+0.8)
Norfolk Police Department (VA)	25.7% (-30.1)	5.2% (-1.9)	16.2% (-25)	0% (-3.1)
Norman Police Department (OK)	11% (-12.6)	2.4% (-3.5)	4.3% (0)	3% (-1)
North Charleston Police Department (SC)	19.2% (-43)	3.2% (-6.4)	16% (-31.7)	0% (-2.1)
North Las Vegas Police Department (NV)	32.8% (-35.3)	12.4% (-26.7)	15.2% (-3.8)	3.7% (-1.1)
Oakland Police Department (CA)	57.1% (-16.1)	21.5% (-4.4)	22.2% (-3.2)	12% (-4.4)
Oceanside Police Department (CA)	24.5% (-29.2)	13.5% (-23.5)	6% (+1.2)	2% (-4.9)
Oklahoma City Police Department (OK)	14.5% (-29.7)	4.7% (-13.6)	6.7% (-7.3)	0.8% (-3.3)
Olathe Police Department (KS)	9% (-14)	5.4% (-5.2)	3% (-1.7)	0.6% (-4)
Omaha Police Department (NE)	16.1% (-15.9)	8.3% (-5)	7.9% (-4.9)	0% (-2.8)
Ontario Police Department (CA)	36% (-46.6)	29.8% (-40.4)	3.6% (-1.5)	2.2% (-3)
Orlando Police Department (FL)	36.5% (-23.8)	16.3% (-11.4)	17.5% (-9.1)	2.6% (-0.9)
Overland Park Police Department (KS)	12% (-9.1)	4.4% (-2.3)	6% (+1.2)	1.6% (-5.3)
Palm Bay Police Department (FL)	21.1% (-13.4)	10.2% (-3.4)	9.5% (-7.2)	1.4% (+0.1)
Pasadena Police Department (CA)	60.4% (-0.2)	35.6% (+3.7)	14.9% (+4.7)	9.9% (-5.4)
Paterson Police Department (NJ)	54.4% (-37.6)	43.3% (-15.8)	11.2% (-17.1)	0% (-3.9)
Pearland Police Department (TX)	25.5% (-28.3)	17.7% (-4)	6.4% (-10.6)	1.4% (-11.7)
Pembroke Pines Police Department (FL)	27.7% (-41.6)	17.7% (-27)	9.1% (-7.4)	0% (-6.1)
Peoria Police Department (AZ)	15.6% (-11.9)	9.1% (-8.7)	2.7% (-0.3)	2.2% (-1.2)
Philadelphia Police Department (PA)	43.2% (-20.5)	8.2% (-4.8)	33.4% (-8.3)	1.5% (-5)
Phoenix Police Department (AZ)	23.4% (-30.6)	14.8% (-25.8)	3.8% (-2.7)	1.9% (-1.3)
Pittsburgh Bureau of Police (PA)	15.7% (-19.4)	0.7% (-1.8)	14.3% (-10.4)	0.6% (-4.3)
Plano Police Department (TX)	16.8% (-26)	8.2% (-6)	7.1% (-0.2)	0.6% (-17.9)
Pomona Police Department (CA)	48.3% (-38.4)	35.8% (-33)	4.6% (-2.1)	7.9% (-1.5)
Port St. Lucie Police Department (FL)	21.5% (-19.8)	11% (-8.8)	7.3% (-9.2)	0.9% (-0.9)
Portland Police Bureau (OR)	14.6% (-13.4)	3.8% (-5.8)	3.8% (-2.1)	6.1% (-1.4)
Prince William County Police Department (VA)	20.5% (-32.3)	8.4% (-12.7)	7.2% (-12.5)	2.1% (-5.6)
Providence Police Department (RI)	21.1% (-41.9)	10.3% (-29.7)	8.2% (-4.7)	0.2% (-6.3)
Provo Police Department (UT)	4% (-22.5)	1% (-17.2)	0% (-0.7)	0% (-3.1)
Pueblo Police Department (CO)	29.2% (-27)	25.9% (-25.2)	1.1% (-1.1)	0.5% (-0.1)

DIVERSITY ON THE FORCE: WHERE POLICE DON'T MIRROR COMMUNITIES

Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Raleigh Police Department (NC)	16.2% (-31)	3.1% (-8.2)	12.2% (-17)	0.9% (-3.5)
Ramapo Town Police Department (NY)	12.9% (-22.7)	9.9% (-4.1)	3% (-13.2)	0% (-3.6)
Rialto Police Department (CA)	43.8% (-44.7)	25% (-45.8)	15.6% (+2.5)	2.1% (-0.1)
Richardson Police Department (TX)	14.5% (-30.7)	6.6% (-11.1)	4.6% (-4.1)	3.3% (-11.7)
Richmond Police Department (CA)	51.4% (-29.4)	14.6% (-25.4)	21.1% (-0.3)	6.5% (-7.7)
Richmond Police Department (VA)	34.4% (-25.9)	3.3% (-3)	31.1% (-17.6)	0% (-2.1)
Riverside Police Department (CA)	30.3% (-37.9)	21.3% (-30.9)	6% (+0.4)	2.7% (-4.1)
Rochester (City) Police Department (NY)	25.3% (-37.5)	11.1% (-6.4)	11.2% (-27.2)	2.3% (-0.8)
Rochester Police Department (MN)	6.8% (-15)	3% (-2.5)	2.3% (-4.2)	0.8% (-6.1)
Rockford Police Department (IL)	16.4% (-27)	4.6% (-12.4)	9.9% (-11.2)	0% (-2.5)
Round Rock Police Department (TX)	16.8% (-32.5)	13.4% (-17.4)	2.7% (-7.8)	0% (-5.6)
Sacramento Police Department (CA)	24.8% (-41.3)	10.6% (-16.9)	4% (-9.4)	7.9% (-10.4)
Salem Police Department (OR)	5.9% (-24.9)	5.4% (-15.3)	0% (-1.2)	0.5% (-2.5)
Salinas Police Department (CA)	39.9% (-44.9)	28.4% (-46.6)	1.4% (-0.2)	2.7% (-4.2)
Salt Lake City Police Department (UT)	12.1% (-22)	5.8% (-14.4)	1.4% (-1.3)	4.2% (-1)
San Antonio Police Department (TX)	57.7% (-15.8)	51.5% (-11.5)	5.4% (-1.1)	0% (-2.3)
San Bernardino Police Department (CA)	39% (-43)	26.6% (-34)	9.7% (-4.1)	1.5% (-3)
San Diego Police Department (CA)	34.3% (-22.4)	19.6% (-10.3)	6.5% (+0.1)	4.3% (-12.2)
San Francisco Police Department (CA)	47.6% (-10.8)	15.7% (+0.4)	9% (+3.5)	22.3% (-10.8)
San Jose Police Department (CA)	43.7% (-28.6)	24.4% (-9)	4.7% (+2)	3% (-29.6)
Sandy Springs Police Department (GA)	23.6% (-20.5)	6.3% (-8.7)	15.7% (-5.6)	1.6% (-3.5)
Santa Ana Police Department (CA)	53.8% (-37.2)	47.1% (-31.5)	2.2% (+1.3)	4% (-6.6)
Santa Clara Police Department (CA)	27.2% (-38.7)	13.2% (-6.1)	4.4% (+0.5)	8.8% (-30.3)
Santa Maria Police Department (CA)	44.4% (-34.3)	36.7% (-34.4)	3.3% (+2.6)	2.2% (-3)
Savannah-Chatham Metro Police Department (GA) ⁶	38% (-13.3)	5.1% (-0.4)	30.3% (-11.1)	1.5% (-0.9)
Scottsdale Police Department (AZ)	11.9% (-7.2)	6.2% (-4.4)	2.8% (+0.9)	2.3% (-1.6)
Seattle Police Department (WA)	24.7% (-9.3)	5.2% (-1.6)	8.6% (+1.1)	8.6% (-5.3)
Shreveport Police Department (LA)	37.3% (-23.4)	1.8% (-1)	33.5% (-21.4)	1.3% (+0.1)
Simi Valley Police Department (CA)	12.3% (-25.3)	6.6% (-16.7)	1.6% (+0.3)	4.1% (-4.3)
Sioux Falls Police Department (SD)	5.6% (-10.6)	2.2% (-2.7)	0.4% (-4.1)	1.3% (-0.8)
South Bend Police Department (IN)	17.9% (-27.1)	4.4% (-9.4)	12.7% (-14.2)	0.4% (-0.7)
Spokane Police Department (WA)	7.7% (-8.5)	2.2% (-3.3)	1.1% (-1.4)	0.7% (-2.2)
Springfield Police Department (IL)	7.8% (-18.8)	1.2% (-1.3)	5.8% (-13.3)	0.8% (-1.6)
Springfield Police Department (MA)	36.4% (-28.5)	23.4% (-17.5)	12.8% (-6.6)	0.2% (-1.7)
Springfield Police Department (MO)	5.7% (-8.1)	3.2% (-0.9)	0.6% (-3.5)	1.6% (-0.5)
St. Louis Metropolitan Police Department (MO)	35.4% (-21.6)	2.7% (-1)	32.7% (-15.1)	0% (-2.8)
St. Paul Police Department (MN)	17.8% (-27.3)	4.1% (-5.5)	6.1% (-8.9)	6.4% (-9.7)
St. Petersburg Police Department (FL)	21.8% (-15.5)	5.4% (-2)	14.2% (-10)	2.2% (-0.7)
Stamford Police Department (CT)	13.2% (-36.4)	7.2% (-18.7)	5.6% (-8.1)	0.4% (-8.2)
Sterling Heights Police Department (MI)	0.7% (-16.6)	0% (-2)	0.7% (-4.8)	0% (-7.2)

⁶ Chatham County population data excludes Bloomingdale, Pooler, Port Wentworth, Tybee Island and Garden City, which have their own departments.

DIVERSITY ON THE FORCE: WHERE POLICE DON'T MIRROR COMMUNITIES

Law Enforcement Agency	Total Minority Representation	Hispanic Police Representation	Black Police Representation	Asian Police Representation
Stockton Police Department (CA)	32.9% (-45.5)	1.8% (-40.3)	22% (+11.4)	6.4% (-14.9)
Suffolk County Police Department (NY)	11.5% (-18)	7.6% (-9.8)	2.6% (-4.5)	1% (-2.6)
Sunnyvale Department of Public Safety (CA)	29.9% (-35.9)	11.7% (-6.2)	3.6% (+1.5)	13.2% (-28.2)
Surprise Police Department (AZ)	13.3% (-13.8)	9.2% (-8.8)	3.3% (-1.7)	0.8% (-1)
Syracuse (City) Police Department (NY)	9.2% (-38.8)	1.7% (-6.2)	7.1% (-21.2)	0.4% (-5.6)
Tacoma Police Department (WA)	6.5% (-33.1)	1.9% (-9.3)	4.7% (-5.3)	0% (-8.7)
Tallahassee Police Department (FL)	21.1% (-27.1)	4.5% (-2.1)	15.5% (-19.7)	0.6% (-3.3)
Tampa Police Department (FL)	30.7% (-23.2)	14.3% (-8.3)	14.5% (-10.2)	1.6% (-2.2)
Tempe Police Department (AZ)	21.1% (-18.4)	16.1% (-5.9)	3.2% (-1.7)	0.6% (-6.5)
Thornton Police Department (CO)	15.6% (-24.8)	11.3% (-20.9)	0% (-1.3)	1.9% (-2.7)
Toledo Police Department (OH)	26.5% (-12.4)	8.5% (+0.7)	16.6% (-9.8)	0.7% (-0.4)
Topeka Police Department (KS)	12.9% (-18.3)	5.1% (-8.6)	5.1% (-4.8)	0.7% (-0.6)
Torrance Police Department (CA)	33.5% (-25.5)	15.1% (-1.8)	6% (+3.3)	11% (-23.4)
Tucson Police Department (AZ)	31.3% (-22.8)	25.3% (-17.3)	2% (-2.6)	2.5% (-0.3)
Tulsa Police Department (OK)	23.8% (-19.2)	2.6% (-12)	9.9% (-5)	1.3% (-1.2)
Tyler Police Department (TX)	10.7% (-39.3)	4.8% (-18)	5.3% (-18.2)	0% (-2.1)
Vancouver Police Department (WA)	16.7% (-8.6)	6.1% (-5)	3.9% (+0.9)	2.8% (-2.4)
Ventura Police Department (CA)	24.8% (-15.1)	22.4% (-9.1)	2.4% (+0.7)	0% (-3.6)
Virginia Beach Police Department (VA)	15.5% (-20.8)	3.3% (-3.9)	9.4% (-9.3)	2.2% (-4.2)
Waco Police Department (TX)	19.8% (-35.7)	10.9% (-20.7)	8.5% (-11.8)	0% (-1.9)
Warren Police Department (MI)	2% (-23.1)	0.5% (-1.2)	0.5% (-13.7)	0.5% (-5.5)
Washington Metropolitan Police Department (DC)	68.4% (+3.8)	6.9% (-3)	59.3% (+10.6)	2.3% (-1.2)
Waterbury Police Department (CT)	19.2% (-38)	12.3% (-22.7)	6.9% (-10.4)	0% (-2.1)
West Covina Police Department (CA)	39.3% (-46.9)	25.8% (-28.8)	4.5% (+0.6)	9% (-16.9)
West Jordan Police Department (UT)	2.1% (-23.8)	2.1% (-16.6)	0% (-1)	0% (-2.2)
West Palm Beach Police Department (FL)	32.3% (-25.4)	12.6% (-10.6)	18.1% (-12.7)	1.2% (-0.8)
West Valley City Police Department (UT)	12.5% (-39)	4.9% (-32.4)	2.2% (-0.4)	2.2% (-2)
Wichita Falls Police Department (TX)	14.8% (-22.9)	9% (-11)	2.1% (-9.9)	1.6% (-0.8)
Wichita Police Department (KS)	18.6% (-17.6)	7.1% (-8.8)	7.9% (-3.2)	3% (-1.7)
Wilmington Police Department (NC)	15.7% (-12.6)	0.5% (-4.7)	12.7% (-6.9)	2% (+0.3)
Winston-Salem Police Department (NC)	19.3% (-34.2)	4% (-11.5)	14.1% (-19.9)	0.7% (-1.2)
Woodbridge Township Police Department (NJ)	15.1% (-36.9)	11.5% (-3.9)	2.1% (-8.8)	1% (-22.6)
Yonkers (City) Police Department (NY)	17.1% (-42.3)	12.3% (-23.8)	4.2% (-11.4)	0.6% (-5.5)

Methodology

Governing analyzed police personnel data for 269 departments serving as primary local law enforcement agencies for areas with populations exceeding 100,000. Most were city departments, although some county police departments and metropolitan area agencies were also included. Data was obtained from the 2013 Law Enforcement Management and Administrative Statistics (LEMAS) survey conducted by the Bureau of Justice Statistics. Reported figures in the survey only reflect full-time sworn officers. These were compared with demographic estimates for the total population of corresponding communities from the U.S. Census Bureau's 2010-2013 American Community Survey. Officers categorized as having an unknown race in the LEMAS survey were excluded from all calculations. All references to white demographic groups refer to non-Hispanic whites.

Excluded Agencies: Most, but not all, law enforcement agencies participate in the LEMAS survey. Some participating agencies did not report race and ethnicity personnel totals. These include police departments for Carlsbad, Calif.; Lawton, Okla.; Killeen, Texas; Maui County, Hawaii; Mesquite, Texas; Murrieta, Calif.; Santa Rosa, Calif.; Sparks, Nev.; Redding, Calif.; Reno, Nev.; and Roseville, Calif. The Boulder, Colo., and Huntington Beach, Calif., police departments did not classify more than 20 percent of sworn personnel. Some police departments not responsible for policing approximately 10 percent or more of a locality's residents were also excluded from the analysis if comparable demographic data were unavailable.

Report Contact

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